CMMI PEOPLE

The CMMI staff currently includes a division director, deputy division director, 18 program directors (one of whom is also the deputy division director and another CMMI engineering advisor), an administrative officer, a financial officer, a science assistant, an information technology specialist, and 12 support staff.

Over time, program directors will be completing their service at NSF. Recruiting committees have been appointed, and recruitment is ongoing.

The science assistant hired into DMI is now in CMMI and is proving to be of great value in providing support to the deputy director, deputy division director, and program directors.

CMMI has excellent management in its support staff, headed by a program support manager and an operations specialist, both of whom are devoted to their duties. The support staff however is understaffed, resulting in high workloads. In order to mitigate this, the division plans to maintain support staffing at a level where two programs are supported by each support staff person, with a staff member supporting three programs only when those programs are relatively small.

During recruitment, the division will strive to increase its diversity. Recruitment, particularly for program directors, will include broad dissemination of position descriptions to attract as diverse a set of candidates as possible.

CMMI pays special attention to developing program directors and staff, and a mentoring program will be developed for new program directors. The CMMI engineering advisor will coordinate the training and mentoring of new program directors. The most experienced program director within each thematic programmatic cluster usually is also a mentor. Each cluster is composed of several programs that have similar focuses and areas of interest to encourage closer collaboration in funding and in program development. A document describing best practices is being developed for mentoring program directors. NSF-wide training and the NSF Academy will also be utilized. The CMMI administrative management staff will be involved in the development of staff members as well as coordinating the mentoring and training of new staff members.